

GROTON, NH

Comparison of FY2016 Current-MARKET-Proposed

CURRENT POSITION	CURRENT PAY PLAN		Comp Max Data Points	Market Ave		PROPOSED GRADE	PROPOSED PAY PLAN	
	MIN	MAX		MIN	MAX		MIN	MAX
Animal Control Officer	15.00	15.00	1	11.13	14.54	1	10.50	15.12
Custodian	10.00	10.00	2	13.42	15.30	1	10.50	15.12
			AVE	12.27	14.92			
Laborer	12.00	14.00	5	16.00	16.80	2	11.13	16.03
Transfer Station Attendant	9.00	10.00	3	12.58	16.26	2	11.13	16.03
			AVE	14.06	16.09			
Equipment Operator- Non CDL (12/17/15)	14.00	14.00	5	16.00	16.80	3	12.47	17.96
Deputy Town Clerk/Tax Collector (3/15/16)	12.00	12.00	5	13.60	15.20	3	12.47	17.96
Health Officer	\$1,250			NA	NA	4	13.97	20.12
Police Officer	15.00	15.00	3	16.33	19.33	4	13.97	20.12
Equipment Operator- CDL (12/17/15)	15.00	15.00	5	16.60	20.05	4	13.97	20.12
Transfer Station Supervisor	\$250/mo		2	16.86	20.76	4	13.97	20.12
			AVE	16.60	20.05			
Fire Chief	\$500		3	16.00	22.50	5	15.65	22.54
Police Sergeant	20.71	20.71	2	22.00	23.50	5	15.65	22.54
			AVE	20.95	23.62			
Public Works Director (12/17/15)	17.00	17.00	4	24.85	24.85	6	17.53	25.24
Town Clerk/Tax Collector	\$26,624		3	17.50	17.50	6	17.53	25.24
Administrative Assistant	16.25	16.25	10	19.04	20.09	6	17.53	25.24
			AVE	21.17	21.17			
Police Chief (12/17/15)	25.00	25.00	5	27.98	28.78	8	24.34	35.05

**GROTON, NH
PROPOSED CLASSIFICATION PLAN**

GRADE/POSITIONS
1
Animal Control Officer Custodian
2
Laborer Transfer Station Attendant
3
Equipment Operator- Non CDL (12/17/15) Deputy Town Clerk/Tax Collector (3/15/16)
4
Health Officer Police Officer Equipment Operator- CDL (12/17/15) Transfer Station Supervisor
5
Fire Chief Police Sergeant
6
Public Works Director (12/17/15) Town Clerk/Tax Collector Administrative Assistant
7
8
Police Chief (12/17/15)

Groton, NH Proposed Pay Plan - FY2016

Grade	MIN	MID	MAX
1	\$10.50	\$12.60	\$15.12
2	\$11.13	\$13.36	\$16.03
3	\$12.47	\$14.96	\$17.96
4	\$13.97	\$16.76	\$20.12
5	\$15.65	\$18.78	\$22.54
6	\$17.53	\$21.04	\$25.24
7	\$19.63	\$23.56	\$28.27
8	\$24.34	\$29.21	\$35.05